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STATE DOCUMENTS

EMPLOYMENT SITUATION

on Rocky Boy's and Fort Belknap Reservations

LARRY BRUBAKER



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Economic Development Internship Program
Western Interstate Commission for Higher Education



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THE EMPLOYMENT SITUATION
IN HAVRE, MONTANA, ROCKY BOY'S
RESERVATION AND FORT BELKNAP RESERVATION

A PROJECT REPORT FOR THE BEAR PAW
DEVELOPMENT CORPORATION OF NORTHERN MONTANA AND THE
WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION

by
Larry Brubaker
August 1970

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Forward

This study was prepared for the Western Interstate Commission for Higher Education under the sponsorship of the Bear Paw Development Corporation of Northern Montana. Funds were made available for the study by WICHE. The sponsoring agent has shown a desire for an accurate account of jobs being held or available in this immediate area for some time. Information from employers could then direct one to discover what training or education would be needed to put the unemployed to work or bring the underemployed up to full-time employment.

Introduction

The Bear Paw Development Corporation of Northern Montana concerns itself with the economic growth of Northern Montana. The charter for the corporation was issued the fourth day of April, 1968. The corporation participates in federal programs with the majority of the funding coming from the Economic Development Administration. Many projects have been instituted by the Bear Paw Development Corporation since its funding. These have all been for the betterment of this economic district. A prime problem in the district and concern of the corporation is the unemployed and underemployed.

Before the district can improve and prosper to any great extent, this outlying pool of available manpower should and must be used to complete advantage.

Implementation of this study was two-fold. First, information from employers in each of the specific areas was gained by a survey. This survey consisted of a series of questions asked of the managers, administrators, or owners of various businesses by the WICHE intern. The overall purpose of this survey was to discover what type of training is necessary to enhance the opportunity for employment of the unemployed of these businesses. Second, information was gathered by a survey taken door-to-door by the intern or by using existing sources and records to ascertain information from the unemployed and the under-employed. The survey was designed to determine the education, training, work experience, and general attitude of these people toward employment.

Objectives

The major concern is to get the employment of this district as close to that magical 100% as possible. It is the hope of this study that some new or refreshed ideas will emerge to find some possible ways to get this "outlying" labor force employed. The Bear Paw Development

Corporation of Northern Montana will use this information to better enable itself to bring federally or locally sponsored programs to best train and employ these people. Also, at the present, the Bear Paw Development Corporation is creating new jobs in the district in the public sector with a new federal program called Public Service Careers. This study will hopefully supply a list of available people for this new program.

MONTANA

Indian Reservation

Fort

Counties and Cities:

- Lincoln: LIBBY
- Glacier: CUT BANK
- Toole: SHELBY
- Pondera: CONRAD
- Chouteau: FORT BENTON
- Teton: CHOTEAU
- Sanders: THOMPSON FALLS
- Lake: POLSON
- Thompson Falls
- Superior
- Mineral
- Missoula
- Powell
- Hamilton
- Granite
- Phillipsburg
- Anaconda
- Ravalli
- Deer Lodge
- Silver Bow
- Madison
- Beaverhead
- Dillon
- Jefferson
- Boulder
- Helena
- Townsends
- Broadwater
- Gallatin
- Bozeman
- Livingston
- Big Timber
- Stillwater
- Sweet Grass
- Yellowstone
- Big Horn
- Carbon
- Rego
- Golden Valley
- Wheatland
- Harlowton
- Musshells
- Roundup
- Winnett
- Petroleum
- Fergus
- Lewistown
- Stanford
- Judith Basin
- Great Falls
- Cascade
- Lewis and Clark
- Glacier
- Circle
- Dawson
- Glenore
- Prairie
- Terry
- Wibaux
- Baker
- Fallon
- Ekalaka
- Carter
- Powder River
- Broadus
- Custer
- Miles City
- Forstyth
- Treasure
- Rosebud
- Hysham
- Hardin
- Billings
- Columbus
- Big Horn
- Carbon
- Rego

Indian Reservations within District

No. 1052 — County Outline Map
STATE PUBLISHING COMPANY
Helena
80 Pads - A - WH

THE EMPLOYMENT SITUATION
IN HAVRE, MONTANA, ROCKY BOY'S
RESERVATION AND FORT BELKNAP RESERVATION

By
Larry C. Brubaker

HAVRE, MONTANA

Description of the City

Much of the following information was obtained from a pamphlet published by the Havre Chamber of Commerce and the Overall Economic Development Plan for Bear Paw Development District of Northern Montana.

Havre, Montana - the heart of the Greater Hi-Line - is located in a level valley formed by the Milk River which courses through the city west to east. Havre is the county seat and most populous city in Hill County. Havre is located some 50 miles directly below the adjacent Provinces of Alberta and Saskatchewan in Canada. Beaver Creek Park, the largest county park in the United States, is located just south of Havre in the Bear Paw Mountains.

Havre's population has been growing moderately for the last several years. Havre can now boast a population

of 13,500.

<u>Havre, Montana</u>	<u>Population</u>	<u>Increase Over Preceding Census</u>	
		<u>Number</u>	<u>Per Cent</u>
1970*	13,500	2760	25.7
1960	10,740	2654	32.8
1950	8,086	1659	25.8
1940	6,427	55	0.0
1930	6,372	943	17.4
1920	5,429	1805	49.8

*Greater Havre

Havre is a city of four seasons with a wide range of extreme temperatures. A high of 111°F was recorded with a contrasting low of -57°F. Thus Havre allows a wide range of sporting and recreational habits to suit the season.

Havre is a transportation center for Northern Montana. Surface transportation of U.S. Highway #2, U.S. Highway #87 south to Great Falls, and other secondary roads makes Havre a major trading point.

The Burlington-Northern Railway is located in Havre. Over 800 employees provide a payroll around \$7 million annually. Passenger and freight service by rail connects Havre with such cities as Seattle, Spokane, Fargo, St. Paul, Minneapolis, and Chicago.

The Burlington-Northern provides bus service daily to Great Falls, 112 miles to the southwest. The Intermountain

Transportation Agency also serves Havre with bus service each day in all directions.

Havre's airport, located 3 miles west, is operated by city and county. Two lighted paved runways are in operation. Apache Airways now serves Havre.

Havre is the trading center of an agricultural area of some 75 miles radius in which are located some of the largest and most prosperous farms in the nation. Five and one-half counties produce over \$34 million in crops annually in addition to livestock production totaling \$11 million.

The crops produced are mainly hard red winter, dark northern spring, hard amber durum, flax, oats, feed barley, and some malting barley. The wheat is of high milling and baking quality. Most of this dry land farming is done by strip and crop-fallow basis.

Immediately south of Havre is a great cattle country. The local livestock commission trades a huge volume and serves a large land area.

The importance of Havre as a wholesale and retail center is quite great. Many nationally owned businesses complement the state and locally owned businesses. Havre is also fortunate to enjoy a million dollars worth of

business from the nearby Canadian Provinces. Both Immigration and Customs offices are located in Havre and control a large area in northern Montana. Wholesalers, department stores, and other specialty shops provide products and services that can be found in most any major city.

Located north of Havre is the Havre Air Force Radar Station. The 778th is a part of the NORAD system that maintains a 24-hour vigil, guarding the skyway approaches of America. The 778th provides search and height, feeding digitized radar data in the Great Falls Direction Center located at Malstrom Air Force Base. Havre Air Force Station is also required to equip, administer, and train all assigned and attached personnel for SAGE operation and maintain these personnel and equipment in a maximum state of readiness.

Since the conception of the Havre Radar Site in August, 1950, building and progress has continued. Additions and improvements have been made on all parts of the site. Today over 250 military personnel and 22 civilians draw an annual payroll of \$1.8 million. The impact of the radar site has and will continue to have a great effect on the area and community of Havre.

Employment in Havre

The first phase of my project was to survey the major employers of Havre to ascertain pertinent information concerning education, experience required, number of employees, and the specific job performed. Analysis and statistics concerning this survey will now be examined. Exhibits 1-7 were obtained from that survey.

My first question was the number of people employed in the Havre business community. I found, much to my surprise, some employers with rather large payrolls. The list that follows shows the major employers of the area. Figures are for full-time employees.

Burlington-Northern	895
Northern Montana Hospital	321
Havre Public School	244
Northern Montana College	132
U.S. Government	106
State Highway Commission (Dodson to East Glacier)	95
County of Hill	92
City of Havre	88
*Eddy's Bakery	54
Mountain Bell Telephone	50
REA-Triangle Telephone	48
Buttrey's Department Store	40
4-B's Restaurant	40
Buttrey's Foods	40
Vita-Rich Inc.	36
Motor Parts Warehouse	34
Havre Laundry & Dry Cleaning	33
Safeway Stores Inc.	32
Citizens Bank	30
Havre Clinic	29
First National Bank	27
Montana Power	27
All others	<u>764</u>
Total	3,253

*With closing of plant in September, only 20 will be employed

Number Employed

A total of ninety-three business establishments were contacted during the survey. From these ninety-three businesses, a total of 3190 employees were counted. This total is for both men and women. Added to this total is 13 physicians, 12 lawyers, 7 dentists, 20 insurance agents, and 11 optometrists, veterinarians, chiropractors, architects, and engineers. This brings the intern's employed labor force in Havre to 3253. One third of this total labor force is female (1070 - 33% to 2183 - 67%). These 93 business establishments also employed 250 part-time employees that are not included in any figures.

Weekly Earnings of Workers

The average weekly salary for all workers in the surveys was 135.50. It should be pointed out that these figures are for gross pay. Excluded in these figures are tips, commissions, overtime, or bonuses. The average for men was 160.75, substantially above the 90.50 for women workers. A point should be noted however; the 160.75 figure for men excludes doctors, lawyers, optometrists, etc. It was found that the highest percentage of women work in the clerical field with the professional staff running a close second. The highest paid woman

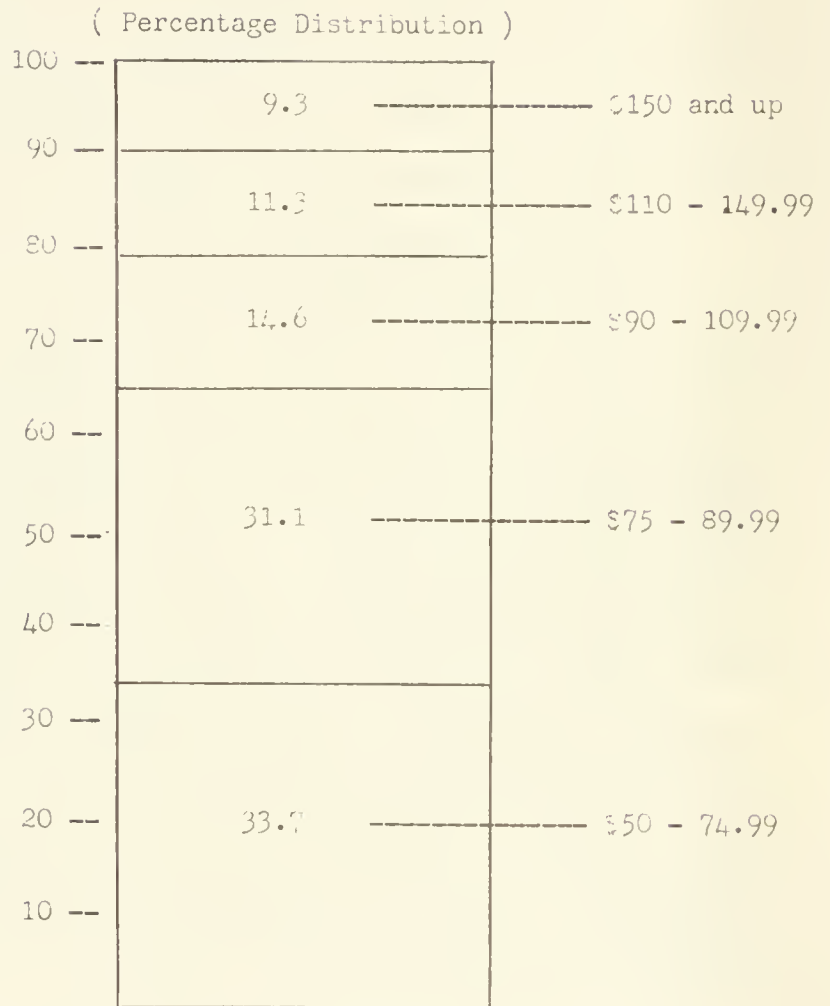
workers lies in the professional fields. These professional fields include registered nurses, license practical nurses, lab technicians, and teachers in grade, high school, and college. Overall, the least hourly wage paid was to the waitress. However, tips are not included in this wage. Nurse's aides and cleaning jobs (maids, laundry, etc.) are comparable in pay. As exhibits 1, 2, and 3 indicate, these lower paying jobs (excluding waitresses) are near \$65 a week, or about the equivalent of the current Federal minimum wage for a 40-hour week.

The male population gives an entirely different view of the employment situation and wages. The men workers in Havre could not be divided into separate job classifications as easily as the women; thus no such division is made. Some employers would have thirty workers with 8-10 different jobs and pay scales. In such cases the employer would give an overall average of all the employees. Another problem confronted was with physicians, lawyers, insurance agents, and others in certain professional fields. I did not attempt to ascertain wages of these individuals. This would be quite personal and salaries would possibly vary greatly. It would also give an unrealistic weekly average for white-collar workers.

AVERAGE WEEKLY EARNINGS OF FULL-TIME WOMEN WORKERS

HAVRE, MONTANA

JUNE 1970



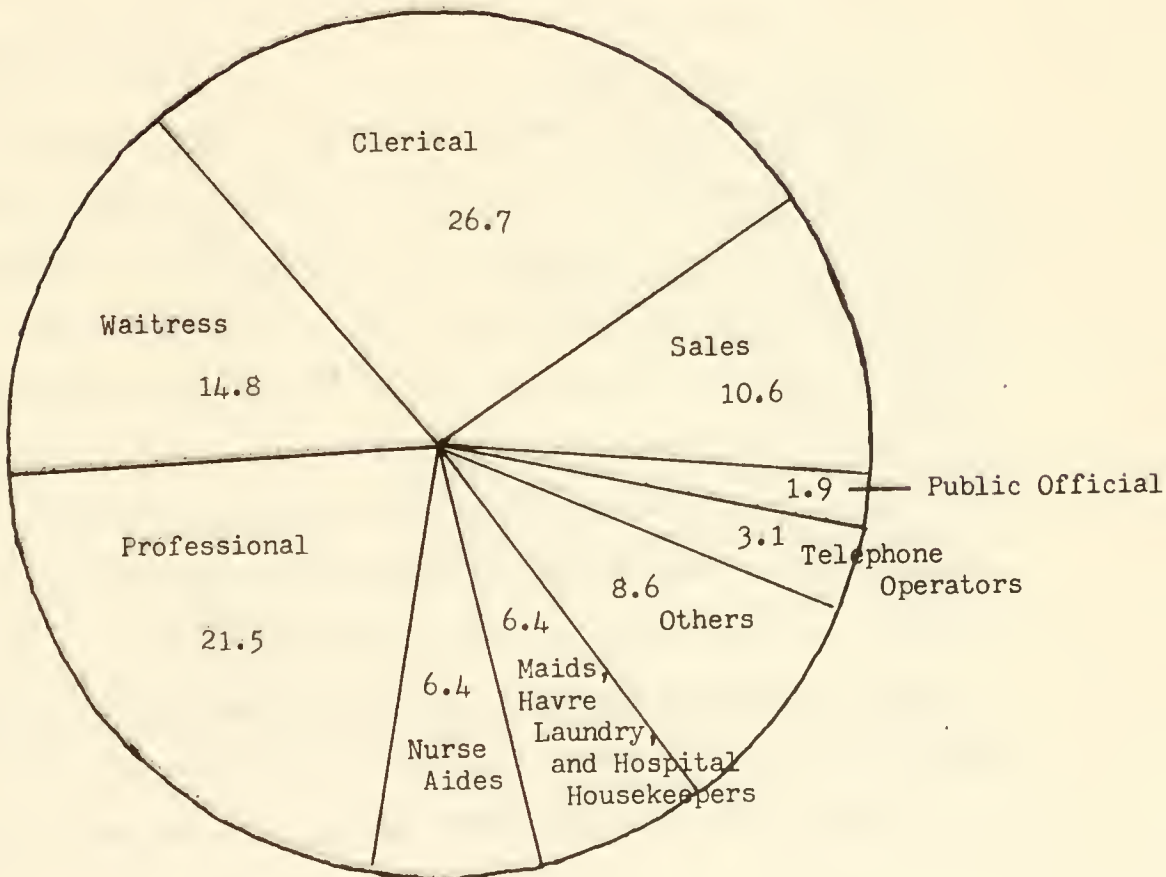
AVERAGE \$90.50

JOB COMPOSITION OF FULL-TIME WOMEN WORKERS

HAVRE, MONTANA

JUNE 1970

(Percent)



AVERAGE WEEKLY EARNINGS OF FULL-TIME WOMEN WORKERS

ACCORDING TO JOB CATEGORY

HAVRE, MONTANA

JUNE, 1970

<u>Job</u>	<u>Number Employed</u>	<u>Average Weekly Wage</u>
Sales Clerk	114	\$ 75.00
Clerical	285	92.00
Waitress	158	57.50
Professional		
Registered Nurse	67	126.00
License Practical Nurse	48	86.00
X-Ray and Lab Technicians	16	135.00
Havre Public Schools	87	173.00
College Faculty	12	192.75
Public Officials and Deputies	20	117.00
Telephone Operators	33	87.50
Nurse's Aides	68	62.00
Maids, Havre Laundry, Hospital Labor	70	64.00
Other (grocery checkers, motel and hotel clerks, teacher aides, physical plant, etc.)	<u>92</u>	<u>varies</u>
TOTAL	1,070	\$90.50

*Gross pay - does not include tips, commissions, bonuses, and overtime

The smallest salary for a white-collar worker was \$80. This was a sales position with no consideration for commission. The highest paid white-collar that would reveal his actual salary had \$375 as a weekly income. He was the local manager for a statewide business. The least paid in the service field was \$75 and the highest went to \$125. The lowest blue-collar job paid \$70 a week with construction workers getting as much as \$250 a week in peak construction. Exhibits 4 and 5 will show a breakdown of jobs and wages.

Seasonal Trends

The next question asked to employers concerned seasonal trends. Almost 50% of the businesses contacted responded affirmatively to the question, if it was seasonal. Most department stores hire more help at Christmas and during back-to-school rush in August. Most of these stores will also use part-time winter help as full-time in the summer to replace those on vacations. Using the part-time winter help for full-time in the summer was also prevalent in appliance stores, restaurants, public utilities, implement dealers, and auto dealers. Construction in the area is very seasonal due to the climate, business expansion, and bid acceptances. This year in

Exhibit 4

OCCUPATIONAL GROUPINGS OF FULL-TIME MEN WORKERS

HAVRE, MONTANA

JUNE 1970

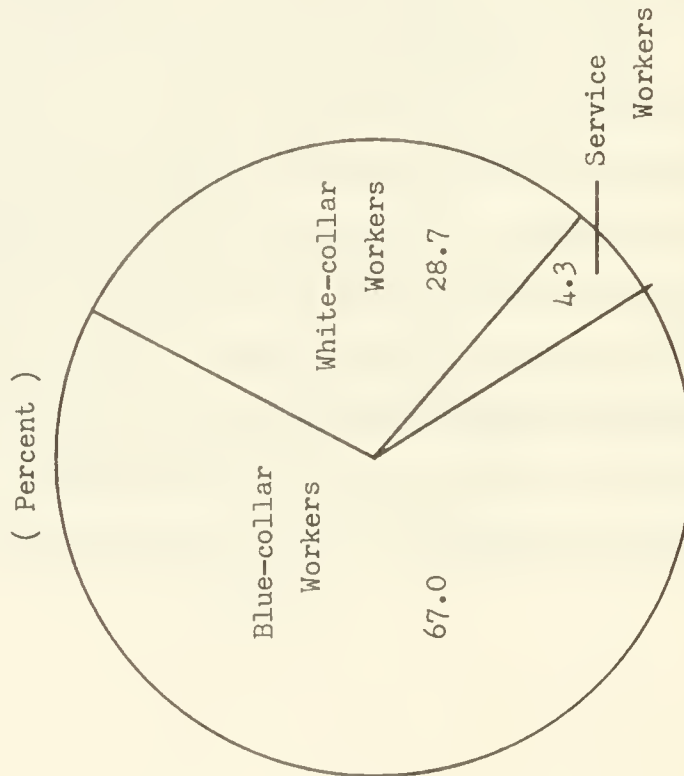


Exhibit 5

AVERAGE WEEKLY EARNINGS OF FULL-TIME MEN WORKERS

ACCORDING TO JOB CLASSIFICATION

HAVRE, MONTANA

JUNE 1970

<u>CLASSIFICATION</u>	<u>NUMBER EMPLOYED</u>	<u>AVERAGE WEEKLY WAGE*</u>
Blue-collar	1455	\$ 160.00
Service	87	96.00
White-collar (Not included are 80 doctors, lawyers, den- tists, architects, optometrists, chiropractors, veterinarians, engineers, and insurance agents.	541	173.00
	2083	\$ 160.75

* Excludes tips, overtime, commissions, and bonuses

Havre construction has been down considerably.

Education

Education will vary with the job, but one fact should be noted - most businesses want high school graduates. Sixty-six percent of those surveyed said that they would not consider new employees unless they had graduated from high school. Only sixteen percent would hire employees with only grade school educations and eighteen percent desired some college or a degree. (See exhibit 6 - opposite page)

The jobs available for those with grade school educations are limited. The jobs available to these people are mainly in the manual labor area. Examples of such jobs would be custodians, general laborer, and some construction. Many businesses will hire high school students for summer replacements or for part-time work; however, for full-time employees, these businesses want high school graduates.

Various occupations require college degrees and some desire some college credits. Undoubtedly those needing degrees are teachers, nurses, physicians, lawyers, pharmacists, and such. Some of the Federal Government jobs require degrees or equivalent experience. If not possessing

EDUCATION REQUIRED FOR ALL FULL-TIME WORKERS

HAVRE, MONTANA

JUNE 1970

(Percent)

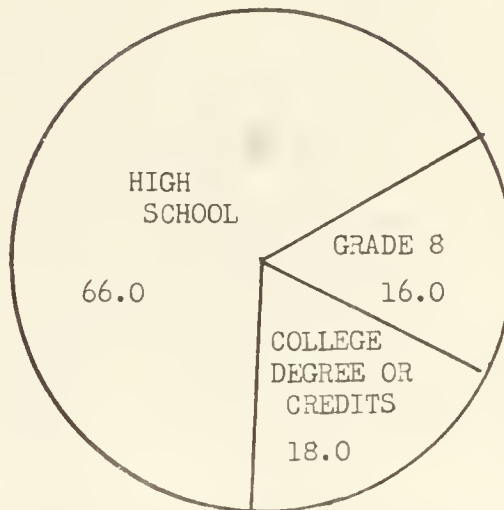


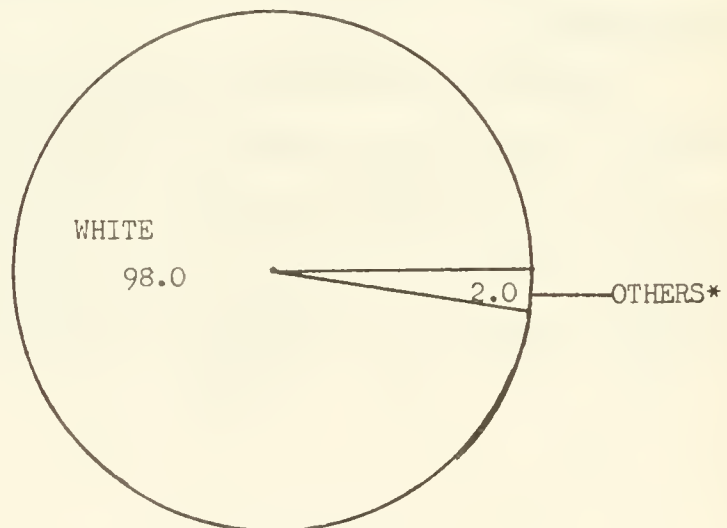
Exhibit 7

ETHNICAL BREAKDOWN OF ALL FULL-TIME WORKERS

HAVRE, MONTANA

JUNE 1970

(Percent)



*52 Indians
10 Japanese
3 Negroes
3 Chinese

a degree, banks and publishers desire at least some college. Many local stores now want managers and trainees with college backgrounds.

Experience

Most stores in this city do not require experienced workers. Many would like to have someone with experience, however, this is not essential. Approximately 90% of those surveyed stated that their business would actually train employees for the particular job that the person was hired to fill. Some construction jobs did demand experienced equipment operators. More females needed experience than did men. This was especially true in the clerical field. If the secretary has not had past experience, she must show an ability to do the work required. The radio station requires a Federal Communication Commission license. Two other businesses require the passing of their own company's aptitude test.

Ethnic Breakdown

Twenty-one percent of the employers interviewed had employees from minority groups. This percentage can give a false impression as these 20 businesses have only 68 of these people employed. Indians are the largest ethnic group employed. All minorities only account for 2% of

the employees. Exhibit 7 will give a more comprehensive breakdown of these people.

Annual Turnover

Havre businesses as a general rule have very little annual turnover. Most estimated their annual rate somewhere between 10-15 percent. The highest turnover is with the women workers and more especially the clerical workers. Many of these are young single girls who soon get married and quit their jobs. Also the young married female worker will quit to raise a family. The largest turnover was at the hospital. Many employees at the hospital are from the radar base north of Havre and their stays are limited. Restaurants also have a high turnover rate. Drug stores and locally owned businesses had the least percent of turnover. One business claimed that only one had left in seven years and another had no full-time help change in six years.

Unions

Many people in Havre belong to labor unions. The Burlington-Northern Railroad accounts for 13 of the 27 unions. The remaining unions were trade (Plumbing, carpenter, etc.) service (bartenders, cooks, etc.) and

retail. After speaking to the managers or superintendents, I found that usually one did not have to belong to the union until the first paycheck was received. For some trade positions a union card is needed before one is hired. Approximately 42.5% jobs require union workers with the vast majority of these being men workers. No person should have any great difficulty locating a job for lack of union membership.

General Observations in Havre

It was found in this survey that Havre's employed are fairly stable. Once a person is employed, usually hard work and regular attendance is all that is needed to keep him employed. Most businesses want a person that is neat appearing, personable, and can adapt to the job. One man in the retail business stated, "I'm not going to hire someone who comes here looking for a job with jeans and a T-shirt. The same holds true for a lady in hair curlers. You would be surprised how many that I have interviewed just like that." One proprietor stated that "If I wanted to work, I could always find jobs by showing that I would work." So one can possibly say - if you want a job, relate to the employer that you will work!

The biggest effect on the number of people employed in Havre is volume. This year volume is down. "People just aren't buying" was the response of so many. Hiring has been down as a result. Applications for positions are "a mile high." Construction is also down. One construction firm stated that this year's employment was the least in eighteen years. The only relief will be an ease in tight money and more consumer spending.

One new business is coming into Havre, however at the same time one is leaving. Titan Industries is a new company that will begin operation in Havre on September 1, 1970. The company's major product is an automatic scanning converter to be used by police, firemen, civil defense, and other public service agencies. Employees will be contacted through the Montana Unemployment Commission under the Manpower Development and Training Act. Six to ten women will work for 22 weeks through MDTA and On-the-job-training. Wages for this time period will be \$1.60 per hour. As soon as these women are trained then ten to fifteen more women will begin the training program. The company will employ thirty within six months (March 1971). Employees will have high school educations. There is no need for

previous experience and age limits are not strict. A similar plant in Milwaukee, Wisconsin, employs women 18-59 years of age. Two simultaneous shifts will operate (7:00 a.m. to 4:00 p.m. and 9:00 a.m. to 3:00 p.m.). This will allow mothers with school age children to work and yet be with her children during non-school hours. Three graduates of Northern Montana College's Electronical Vocational-Technical Education Program will be employed by the company. Applications will begin August 15, 1970, and the training will commence September 1, 1970.¹

The company leaving Havre is Eddy's Bakery. The company now employs 54 men and women. The local drivers who deliver the baking products from Glacier National Park to Wolf Point, Montana, will remain; but the bakers, clerical help, and manager will move to Great Falls, 112 miles from Havre. Products will be trucked to Havre daily where local drivers will then carry to various retailers.

The loss of Eddy's Bakery will have an adverse effect on the Havre business community. Superficially, it looks good with a new company coming right in to take

¹Jon Daveline, Havre Chamber of Commerce Manager, interviewed by Larry Brubaker (Havre, Montana) June, 1970.

up some of the payroll that Eddy's Bakery is taking out, however, this is not the case. If Titan Industries employs 30 employees within one year, the annual payroll for a 40-hour week at \$1.60 per hour is only \$96,000.00. The annual payroll from Eddy's Havre plant has been approximately \$295,000.00. Eddy's Bakery will continue to serve the area and the payroll will be about \$120,000.00 annually. There will be perhaps 20 on the payroll.² This is a loss of \$175,000.00 to the community. Titan Industries will supplement \$96,000.00 of this loss. This still leaves a \$77,000.00 deficit in Havre's business community. More industry must be attracted to alleviate that \$77,000.00 loss.

Something is being done to attract new employment to Havre. The Economic Development Administration recently awarded Havre a 50% Federal Grant-in-Aid for an Industrial Park. This project is to encourage economic growth through development and/or expansion of new or homegrown industry. There are several dollars and employment opportunities lost in Havre due to lack of adequate industrial sites. It is the hope of this Industrial Park to provide opportunities

²Personal letter from Marjorie Trainor, Eddy's Bakery Secretary in Helena, Montana, to Larry Brubaker, August 10, 1970.

to alleviate this loss. Construction of this facility will begin in the near future. Future growth and employment in Havre look very promising with this addition.

Low Income and Unemployed Characteristics in Havre

As time proved to be an important factor in my project, I was fortunate to obtain valuable information from the Hill County Community Action. The following facts, figures, and conclusions were obtained from a Hill County Community Action Survey taken in November, 1969.

The survey covered about 40% of the total low-income community in and around Havre, exclusive of Rocky Boy's Reservation. A total of 137 households were contacted during the survey. Of these 137 households, 67 or 49.6% were Indian and 70 or 50.4% were white. It must be remembered that data which is affected by a time or seasonal factor is only valid for the time of year during which the survey was taken.

Education and Training of Low Income and Unemployed

One hundred twenty-nine of the 137 responded to the educational attainment of head of household. Unfortunately, there was no question regarding the receiving of a high school diploma. As Exhibit 8 shows, very few have any

Exhibit 8

EDUCATIONAL ATTAINMENT OF LOW-INCOME HOUSEHOLD

HAVRE, MONTANA

NOVEMBER 1969

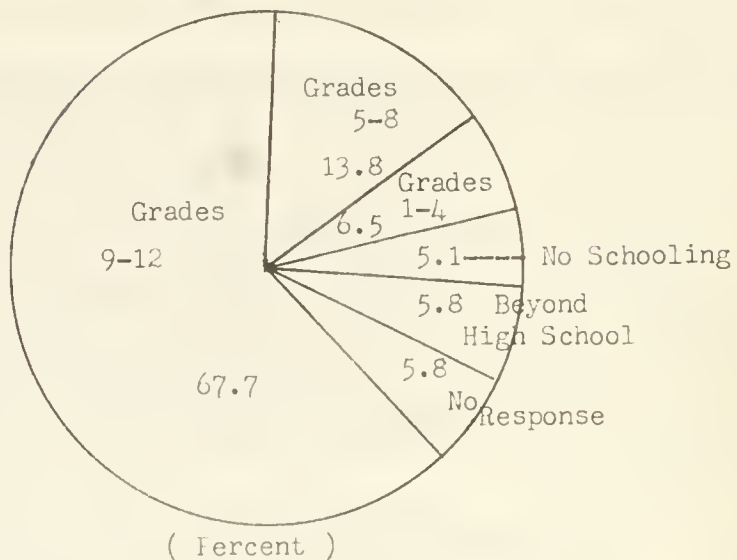


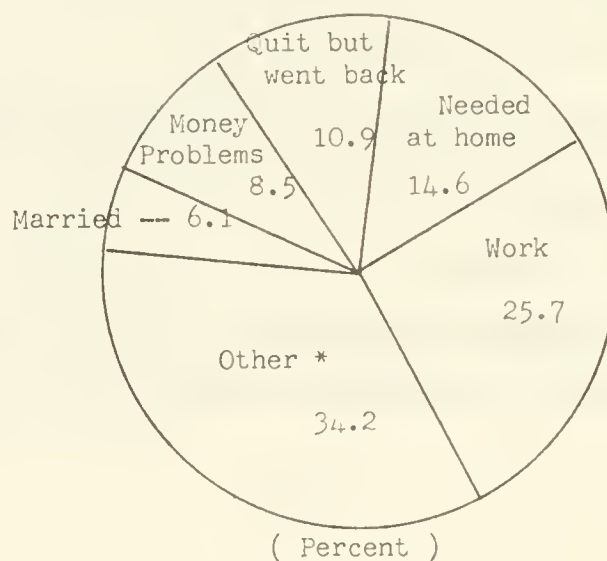
Exhibit 9

LOW-INCOME HEADS OF HOUSEHOLD

REASONS FOR QUITTING SCHOOL

HAVRE, MONTANA

NOVEMBER 1969



* Illness, eye problems, sickness, did not like the teacher(s), joined the military, did not want to go, and a grade school education was enough education. None of these made up 5%.

further education beyond high school.

Various reasons were given for leaving school (Exhibit 9). Nearly one-half of the respondents indicated that they had missed good job opportunities. Over half of those responding would be interested in further training.

Only 6% of those responding would like training in white collar or professional areas. The reason for this small percentage probably is in the fact that such training takes too long. Most of these people want to get training as fast as possible and get into the employed ranks with a comparable wage. These in the vocational area would even like to see the training in a local neighborhood center. The areas of nursing, clerical, and cosmetology were chosen for the women and welding, mechanics, or heavy equipment operation for the men.

Low Income and Unemployed Income Sources

Nearly 60% of the low income people interviewed receive part or all of their income from welfare payment. Twenty-seven percent receive income from Social Security and a small remainder receive some payments from unemployment payments, veteran benefits, retirement pensions, reservation lease payment or child support.

Employment Status of Low Income Community

Forty-six percent of the poverty community is unemployed. Twelve and one-half percent were retired and forty-one and one-half employed in November, 1969. The questionnaire did not ask how many of these employed were on a full-time, 40 hour week basis; but 56% of the employed work half-time or better. Most of the employment by women was housework, nurse's aide, waitress, babysitting, and cook. The major occupation of men was laborer, carpenter, truck driver, and plumber. Forty-three individuals, or 41.74% of those responding, did not work at least one month during the past year.

Only fifteen people who were unemployed said that they were looking for work. Seven were checking with employers, five with the employment office, and three were doing nothing or checking with other sources. About half of 114 respondents said they did not have transportation to get to and from work. Seventeen percent are members of labor unions and 30% have had special job training.

Observations in the Low Income Community

The low-income people are very indicative of the overall employment status of the unemployed. As is the

case most often, these people are usually the ones that have not finished high school or had any special training. I would say that the biggest problem is that these people have become discouraged. In recent years, a great deal of interest has developed in the "discouraged worker" who no longer thinks it worthwhile to look for work and therefore is not motivated to look for work but who is in the age group in which work is a normal activity of American society.³ New or refreshed ideas must be implemented to bring these "discouraged workers" into an employed status. Hopefully the new industrial park will bring needed industry and jobs to this area. With the help of the State Employment Commission and Bear Paw Development Corporation, there is a possibility of training and new jobs for these people. One important factor enters into the picture - these people, if found jobs, must show responsibility to the job by asserting the effort needed to do a "number one" job.

³The Office of Statistical Policy of the Bureau of the Budget, Household Survey Manual 1969 (Washington D.C., 1970), p. 13.

ROCKY BOY'S RESERVATION

Another area of concentration in my study was Rocky Boy's Reservation. The purpose in this survey was the same as in Havre. First, find out who is now employed. Second, what can be done to employ more Indians.

Description of the Reservation

The Rocky Boy's Reservation is located in north-central Montana, mostly in Hill and Choteau Counties, about 30 miles south of Havre. The principal settlements on the reservation are Rocky Boy's, Parker, and Sangrey. The nearest towns are Box Elder, Havre, Big Sandy, and Great Falls.

There are 107,613 acres of land in the reservation of which 58,000 acres are on the reservation property and the rest are allotted adjacent to the reservation. The altitude varies from 6900 feet in the Bear Paw Mountains to approximately 2000 feet at lower level. There are from 5000 to 7000 acres of lodge pole pine on the reservation as well as Douglas Fir and Ponderosa Pine. Numerous small streams provide a moderate amount of water for industrial purposes.⁴

⁴National Council of American Indians, Investment Opportunities on the Rocky Boy's Reservation Montana, (Washington, D. C., 1968), p. 1.

The Chippewa-Cree Tribe of Rocky Boy's Reservation accepted the provisions of the Reorganization Act of June 1934, adopted a constitution, by-laws, and charter. The governing body of the tribe is the Rocky Boy's Business Committee, comprised of nine members elected from districts by popular vote. The Reservation has been designated a part of a Redevelopment District under the Economic Development Administration.⁵

Employment Now on the Rocky Boy's Reservation

Rocky Boy's has a total resident Indian population of 1244.⁶ Estimate of an available labor force varies from 314 to 415 with an unemployment rate of 53% to 70%. Most of the jobs on the reservation are government funded. The following information about jobs on the reservation were given by the CAP Director, Frank Hayes, and Valera M. Hayes, Employment Assistance Officer of the BIA.

The largest employer on the reservation is the Department of Labor under Operation Mainstream. During the past 12 months, 51 persons were employed fulltime by Mainstream.

⁵Environmental Design Associates, A Comprehensive Planning Program for the Chippewa-Cree Tribe of Rocky Boy's Indian Reservation (Spokane, Washington, 1969), p. 2.

⁶U.S. Dept. of the Interior, Bureau of Indian Affairs, Report on Labor Force (Rocky Boy's Agency, 1970).

Those who were not supervisors or assistants earned \$1.85 per hour, or \$74.00 for a 40-hour week. The supervisor made \$132.00 a week while his assistants made \$106.00 per week. Head Start, Neighborhood Youth Corps, and Conduct and Administration were all administered through Community Action Program. A total of \$436,206 was administered last fiscal year.

This past year there were also 29 livestock operators on the reservation with 3663 head of cattle. Seven individuals were employed by the tribe with a total yearly payroll of \$27,000. Twenty-eight Indian people were employed by other government agencies with a payroll of \$140,000. One privately owned business on the reservation reports a net profit of \$10,000 annually.

Survey

A survey was taken on Rocky Boy's Reservation. Numerous questions were asked, however the most important of these were those regarding employment status, income, and education and/or training. Only 119 people were interviewed. This is about 25 percent of the total labor force. There are various reasons for such a small number being surveyed. One major reason for the small percent was the time available. Second, was the lack of

manpower for the survey. Finally, the size of the reservation and the distance between the homes made it difficult to reach many people. The Bureau of Indian Affairs estimated the available labor force on the reservation at 415 in March, 1970. Even though my survey did not reach all 415 estimated by the BIA to be in the labor force, the survey could be used to draw some theories about the Rocky Boy's employment situation. First, compared to recent years, the number of people employed is rising. Second, more people are being trained by different agencies. Thirdly, the younger Indians are seeing the value of an education whether they remain on the reservation or seek employment elsewhere. Lastly, the attitude of those interviewed toward getting and keeping a job was quite promising.

The survey taken included 41 women and 78 men. Of these 119 there are 12 women and 14 men unemployed. This is an unemployment rate of "only" 21.8%. This rate is not realistic for this reservation. The major reason that my survey had an unemployment rate so low was that the majority of the survey was taken at or near the agency where the major work activity is done. Those that were employed were the most accessible and cooperative people

on the reservation. One hundred two of those interviewed were married. Fifteen single persons, one divorcee, and one widow comprised the remainder.

The average age of those interviewed was 39. The largest age group was 18-35 where 51 were questioned. Forty-seven in the age bracket 36-54 and 21 over 55 years of age were surveyed. Statistics from the BIA reports 594 under 16 and 650 over 16 on the reservation. Overall, the men outnumber the women.

Education Attainment and Training

Only one person in the entire survey indicated that he had not attended a day of school. One could see a trend with the younger people. In the age group of 18-35, most of these had attended high school and seven had even gone to institutions of higher learning. Those that had not gone beyond the eighth grade were ususally in the older (45-up) age group. (See Exhibit 10)

Many on the reservation have been trained for various vocations. The Manpower Development and Training Act has trained many. The most training has come from the Office of Economic Opportunity. Nineteen of the people interviewed had training under this program. The BIA and Public Health Service have also been active in training

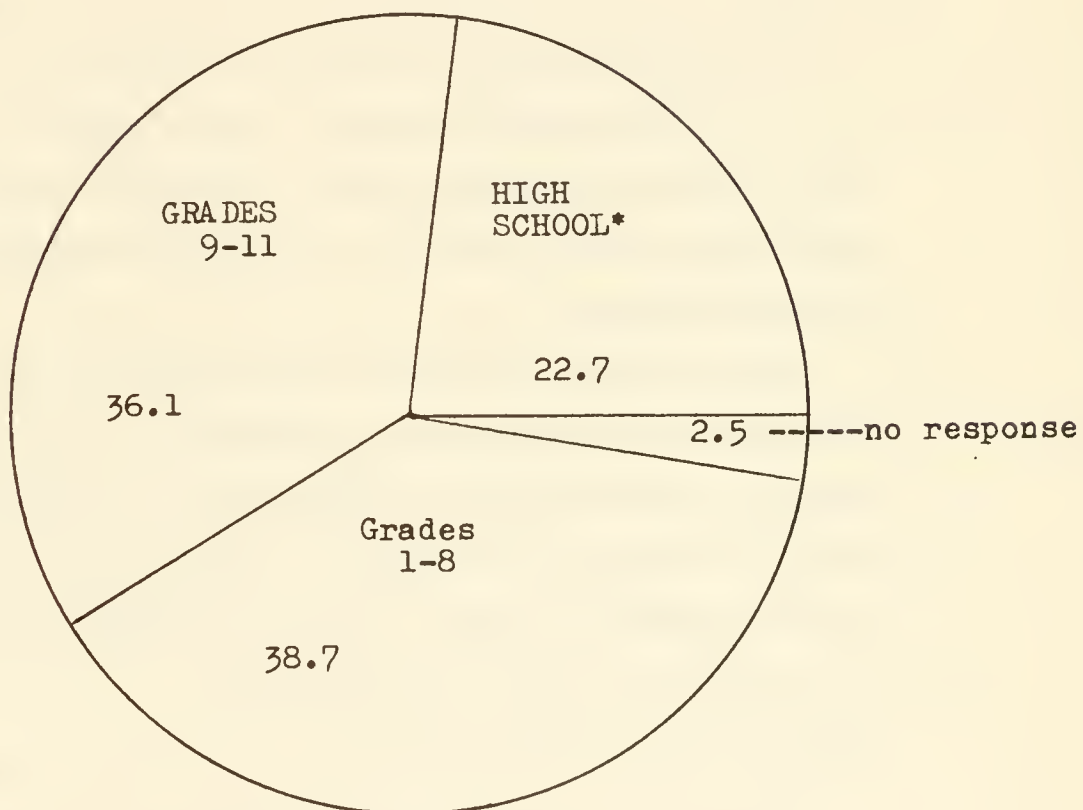
EDUCATIONAL ATTAINMENT OF LABOR FORCE

18 YEARS OF AGE AND OVER

ROCKY BOY'S RESERVATION

JUNE 1970

(Years of school completed)



*Seven attended college

personnel. Some women have been trained in various fields such as waitress, upholstery-furniture Renovation, and the public health sector. Men have been trained for heavy equipment operators, mechanics, plumbing, sawmill workers, farm equipment operators, game bird ranch, and general construction. Tribal Work Experience Program (TWEP) has also been active on the reservation.

Outlook

The employment situation for Rocky Boy's Reservation in the future looks favorable. Much activity is now taking place on the reservation. The new construction taking place should benefit the tribe and employment on the reservation.

Construction projects worth nearly \$1 million are taking place on Rocky Boy's Reservation. Under construction are a recreational complex under Mt. Baldy in Beaver Creek drainage of the Bear Paw Mountains at the cost of more than \$400,000 and a training center at the agency at the cost of close to \$500,000.⁷

⁷Bear Paw Development Corporation, Quarterly Progress Report (Havre, Montana, January-March 1970), Appendix.

The recreational complex, planned as a year-round attraction will include a combination lounge-restaurant, trailer pads, tent pads, eight rental tepees, picnic and barbecue areas, a bird farm, bird hunting area and a ski run. The ski run which has been operating is the only established part of the complex.⁸

Baltrusch Construction Co. of Havre is the prime contractor. The project is being financed by the Economic Development Administration through grants and loans. The loan to the tribe is \$109,000. The complex was put up for bid four times and each time, due to rising costs, the bid went over the estimate. The problem was solved by an in-kind contribution from the tribe, which will build 70 picnic tables, 70 privies, and construct 70 barbecue pits.⁹ Completion of the area should be in October, 1970.

Joe Rosette, Chairman of the Chippewa-Cree Tribe at the commencement of construction, said it is hoped the recreational complex will eventually include a big game lodge and big game hunting. He said there are now a few elk in the Bear Paws. If the reservation area is fenced, he said, the Indians could raise their own herd for hunting.¹⁰

⁸Bear Paw Development Corporation, Appendix.

⁹Ibid.

¹⁰Ibid.

The multi-purpose building is also being constructed this summer. Allied Construction Co. of Billings is the prime contractor. This building will house the tribal offices, BIA offices, and a gymnasium for social activities and sports.

The multi-purpose building will also be used to house the Chippewa-Cree Data Conversion Corporation. The articles of corporation were filed on July 6, 1970 with the State of Montana. The new corporation will employ 30 women who will operate key punch machines. The women will be trained by the Manpower Development and Training Act for a period of six weeks. The following six weeks will be used for On-the-Job-Training. After the training period is completed, the women will earn approximately \$2.00 per hour. This will be full-time employment. There is also a possibility of three to five Indian men being trained in management positions. October 1, 1970 is the proposed starting date.¹¹

Two other possible sources of employment on Rocky Boy's Reservation have recently been proposed. One of these would be the harvesting and packaging of bird seed. Details have not been completed, however some information was available. This would be very seasonal employment. About 20 women

¹¹Valera Hayes, BIA Employment Assistance Officer, interviewed by Larry Brubaker (Federal Building, Havre, Montana), August 14, 1970.

would be employed to harvest and package the seed. These women would receive \$1.80 per hour. No training program would be used. The bird seed would in turn be sold to Hartz-Mountain Seed Company. There is also much discussion about excavating a black quartz located on the Reservation. A feasibility study involving the quartz mining will soon take place. There is a possibility of five men being employed in the mining operation.¹²

Also on Rocky Boy's Reservation is a Game Bird Ranch. The Game Bird Ranch employs ten Indians. Each of the employees were trained for a particular job at the ranch under an Office of Economic Opportunity training grant. This project will provide continuous employment for seven on the reservation. The birds, pheasants, turkeys, and grouse, will be sold to the recreational complex restaurant, retail meat processors, and game gun clubs. By August, 1972, a net profit of near \$12,000 is hoped to be realized.

A great addition to the reservation is Rocky Boy's Sawmill Incorporated. The sawmill began operation in the spring of 1970. A training grant for 24 men was completed in August, 1970. This training is being administered by the

¹²Ibid.

Office of Economic Opportunity. This grant was secured through the efforts of Rocky Boy's CAP, the Bear Paw Development Corp., BIA, and the Center for Industrial and Management Services in Bozeman, Montana, coordinated by the Tribal Business Committee.

Two major plans have been proposed, however, no decision has been made as to the plan to accept. One plan would be to only use the sawmill for five continuous years. At the end of a projection of five years the amount of ripe lumber on the reservation would have been processed for sale. A period of time (not yet determined) before operation would begin again. There would be between 16-20 full-time employees at the sawmill with an additional 4-10 employed as loggers.

The other plan is designed for an indefinite period of time. This plan uses a sustained yield. Each year only a certain amount could be harvested. By using such a method, each year maturing lumber would be harvested. Thus, perpetual employment could be created. It should also be noted that conservation practices for land, water, and timber will be followed.

The Community Action Program will also handle many programs in the coming year. Conduct and Administration

is administered through this office. Three Indians are hired in this program at \$600 a month and a secretary at \$415 a month. The Office of Economic Opportunity also has a staff of four Indians working in economic development. Industrial and recreational specialists are both grossing \$800 per month. An interpreter aide makes \$375 each month and a secretary-clerk makes \$400. Operation Head Start also employs four individuals. Two teachers in this program make \$550 and teacher's aides make \$200 per month. An Alcoholic Counseling Program will be new for the coming year. Two counselors at \$550 per month and a secretary at \$350 will be hired. An Emergency Food Program will have one individual at \$400. This coming year will see an increase of seven employees in Operation Mainstream bringing the total to fifty-seven. As stated previously, Mainstream workers usually earn \$74 weekly. The Mainstream work consists of general improvements and beautification on the reservation. Forty percent of those hired for the 52 week program must be 55 years old or older. The programs goal is to secure gainful employment for the participants at the end of the training period. It should be pointed out that these programs are funded for twelve months. July, 1971, may see a termination of

a part or all of this employment, or it may be increased considerably. If the program is terminated, you will probably see the unemployment rate near 75-80%.

There is a possibility to gain money from lands and minerals. At present the Tribe is unable to interest outside investors in developing the mineral resources of the Reservation. Exploratory work has been done and Rocky Boy's does have deposits that could be commercially valuable. The extent and quality of these deposits is not yet known. Known deposits are as follows:

- Oil and gas
- Vermiculite
- Coal
- Quartz crystals
- Bentonite
- Building stone
- Gravel, sand and crushable rock¹³

Every effort will be made to enable the Tribe to use the land more than is now being done. Outside financial aid has been very beneficial to Indian operators. Local banks give operating expenses and major capital investments are given Farmers Home Administration and Production Credit Association. Exhibit 11 gives a breakdown of land usage now.¹⁴ Advancement of the potential usage could

¹³Rocky Boy's Reservation, Overall Economic Development Program Progress Report (Rocky Boy's Agency, 1970), p. 5.

¹⁴Ibid. p. 6.

LAND BREAKDOWN OF ROCKY BOY'S RESERVATION

APRIL 1969

<u>USAGE</u>	<u>INDIAN</u>	<u>NON-INDIAN</u>	<u>IDLE</u>
Open grazing	58,725	19,601	360
Commercial timbers	-0-	-0-	11,407*
Non-commercial timbers	-0-	-0-	4,593
Irrigated	-0-	598	-0-
Dry farm land	1,423	4,177	5,185
Wild lands	-0-	-0-	187
Home sites, etc.	<u>1,357</u>	<u>-0-</u>	<u>-0-</u>
TOTALS	61,505	24,376	21,732

TOTAL ACREAGE ---- 107,613

*The sawmill and logging program will put this land into production for the Tribe in the near future.

give much added income to the Tribe and individual operators. Many new jobs could also be created if the land was used to the fullest.

During the last fiscal year the Rocky Boy's Reservation made great strides forward with the sawmill, recreational area, multi-purpose building, and Mainstream Program. This is only a start - an excellent start. Many in the work force are still unemployed; roads and transportation facilities are inadequate; the land and mineral resources are not being fully utilized; and Tribal and personal incomes remain at quite low levels. I am quite optimistic about the future of Rocky Boy's Reservation. Attitudes, mores, and folkways are gradually changing. Employment and incomes should keep rising at a steady pace.

FORT BELKNAP RESERVATION

The final phase of my project was to inspect the employment situation at Fort Belknap. Time was not available to take an accurate survey, however, existing records and different agencies at Fort Belknap proved to be quite helpful. Some employment statistics and trends could be deciphered from the information available. The following description of Fort Belknap was taken from a pamphlet published under a grant from the Office of Economic Opportunity called Introducing Fort Belknap Reservation.

Description of Fort Belknap Reservation

The Fort Belknap Reservation is located in north-central Montana in Blaine and Phillips Counties. The reservation is rectangular, about 40 miles long - from the Milk River in the north to the Little Rockies in the south - and about 25 miles wide. The reservation lands cover an area of 647,861 acres.

Fort Belknap Agency is located in the northwest corner of the reservation, five miles southeast of Harlem, Montana, a town of about 1,300 population. Harlem, on the Burlington-Northern Railroad, is the trading center

for the reservation. The only town lying within the reservation is Hays, located near the foothills of the Little Rockies in the southern portion of the reservation. Hays, with a population of about 674, has one general store, a post office, laundromat and lunch room, and a public library.

The major portion of the Fort Belknap Reservation is located in Blaine County, Montana. The land within the reservation is largely grass-covered plains, gradually rising in the southcentral portion to form the Little Rocky Mountains. The reservation occupies the part of these mountains on the west, north, and east, while the center and south edges belong to Lewis and Clark National Forest. The Little Rocky Mountains are largely grass covered, and where timbered, the following species are found: Ponderosa pine, Douglas fir, aspen, box elder, cottonwood, willow and birch.

The principal river on the reservation is the Milk River, which originates in Glacier National Park. From there it flows in a northwesterly direction into Canada, then back into the United States northwest of Havre. The northern border of the reservation is formed by the Milk River as it moves in a southeasterly direction. It

finally joins the Missouri River about 100 miles east of the reservation near Nashua, Montana. Several streams of importance cross the reservation; these are the North Fork and South Fork of Peoples Creek, Jim Brown Creek, Lodgepole Creek, Big and Little Warm Springs Creeks, Beaver Creek and Duck Creek.

According to latest estimates, the enrolled population of the reservation is 4,500. Only 1720 actually reside on the reservation and adjacent communities, while 2780 live elsewhere because of employment, retirement, and various other reasons.

The Assiniboiné and the Gros Ventres share the reservation, a slightly larger number being of Assiniboiné descent. This communal sharing resulted from the tribes using a common hunting ground and receiving rations from the military at Fort Assiniboiné when boundaries of the reservation were established. The Gros Ventres, a plains tribe of the Algonquian family, became separated from the Arapahoe of Wyoming possible in the seventeenth century, and roamed Montana and Canada. They later became affiliated with the Blackfeet and hunted in northcentral Montana. They were given the name Gros Ventres, meaning "big bellies," by the early French traders who probably misread the sign language.

The word Assiniboiné is a Chippewa name meaning "stone cooker" or "one who cooks with stones." The language of the Assiniboiné is of Siouan origin, this tribe having separated from its mother tribe, the Yanktonai Sioux, in the North Woods country, probably before the year 1600. During the early part of the seventeenth century, the Assiniboiné inhabited the headwaters of the Mississippi River and the area between Lake Superior and Hudson Bay. They settled first near Lake of the Woods and drifted into the region of Lake Winnipeg, then traveled north to the vicinity of Hudson Bay. In the early part of the eighteenth century they migrated westward into Canada, living in close contact with the Cree. As the Cree, a snowshoe and canoe people of the Canadian forests, pressed southward into the plains looking for beaver, their friends, the Assiniboines, joined them. The tribe divided into bands which separated in order to facilitate hunting for food. The Assiniboiné bands, which received rations at the Milk River station near the junction of the Milk and Missouri Rivers, were enrolled at the Fort Peck Agency; those who received rations at Fort Belknap, together with the Gros Ventres, were enrolled at the Fort Belknap Agency when it was established in 1888.

For many generation these tribes intermarried, and also intermarried with the whites, with the result that enrolled full-blood Indians are fast becoming a minority.

The cultural customs of the early Assiniboine and Gros Ventres have almost disappeared. The sun dance ceremonial, an important annual event only a few years back, has been greatly changed and nearly abandoned. The greater portion of the attendance is that of observer rather than participant, while formerly participation was of greater importance.

Employment Now on Fort Belknap Reservation

Fort Belknap, as was the case with Rocky Boy's Reservation, is seeing some activity and there is a small gain in the rate of employment for the Indians.

I first contacted the Community Action Program. Monies from the Department of Health, Education, and Welfare and the Office of Economic Opportunity are administered through this office. Twenty-four Indians receive their salaries from this office. Wages varied from \$2320 a year for a teacher's aide to \$9600 a year for an Economic Specialist.

The Tribal Council employs ten individuals. Four of these people are elected by tribal members and are

paid a salary for their official duties. The other six that are employed by the tribe are law officers.

There are 75 self-employed farmers and ranchers on the reservation. There are also two individuals who own their own general stores on the reservation. No information was available regarding number of acres, number of cattle, or the profits of these businesses.

Fort Belknap Builders, an Indian-owned Corporation on the reservation, builds pre-constructed homes. These homes are being produced in a large building recently constructed on the reservation. These homes will hopefully be sold to public, private, and governmental groups over the entire nation. There are now 57 Indians employed on this construction. Most of the workers are receiving \$3.67 per hour.

Various other businesses or agencies on the reservation employ thirteen Indians. None of these employ five or more. There are also sixteen Indians working in nearby Harlem. Twelve of these work for various business establishments while the other four are employed by School District No. 12.

Outlook

The employment situation looks far more promising at Rocky Boy's Reservation than for the Indians at Fort Belknap Reservation. According to the Overall Economic Development

Plan for the Bear Paw District of Northern Montana, the unemployment rate at Fort Belknap was 77.4% in 1965. The closest possible estimate for August, 1970, was 67.8%. This cannot be considered a very encouraging sign.

The Community Action Program is trying to get fourteen more Indians employed in the coming three months. Eight of these people would receive the wages from the Office of Economic Opportunity, four from the Public Health Service, and two from the Department of Housing and Urban Development.

Fort Belknap Builders, one of the major employers now on the reservation, plans to expand building operations. An additional forty-three workers are to be employed by October, 1970. This would bring the number employed by Fort Belknap Builders to 100. There is also some discussion on the reservation that 150 Indians will be working for Fort Belknap Builders within a year.

The only new employment that may possibly come to Fort Belknap is a furniture manufacturer. Details concerning the new company have not yet been completed. It is projected that fifty may be employed the first year with as many as 150 being employed at the peak of operation. No starting date has been set.

The natural resources of the Fort Belknap Reservation

have been explored to a limited extent. There are evidences of gold and silver in the mountain areas and coal and bentonite in other parts of the reservation. Supplies of high-grade granite and limestone are potentially inexhaustible, however, the most available of the natural resources at present are the good grass lands, the proven dry-farming lands, and the irrigable crop lands under various irrigation projects. The present land use of reservation land is shown in the table below.¹⁵

PRESENT LAND USE ON THE RESERVATION

<u>Ownership</u>	<u>Irrigated</u>	<u>Dryland</u>	<u>Range</u>	<u>Forest</u>	<u>Non-Agr.</u>	<u>Total</u>
Tribal	291	412	135,729	17,612	2,902	159,946
Allotted	18,054	31,857	385,010	0	0	434,921
Government	0	0	25,535	0	0	25,535
State Land						
Fee Patent Land	270	150	27,979	0	0	28,399
TOTAL	18,615	32,419	574,253	17,612	2,902	645,801

¹⁵Fort Belknap Community Council, Introducing Fort Belknap Reservation (Washington, D.C., May 16, 1969), p. 2.

More employment must be found for the Indians at Fort Belknap. The employment percentage on the reservation is still too low. Attitudes of the Indians will need to be changed and new jobs must be created to get this reservation strengthened economically. There is much work being done to alleviate the foregoing problems. This is a good beginning and must be continued for the reservation to prosper.

SUMMARY AND RECOMMENDATIONS

This project made me aware of two problems. One, there are many people unemployed in the area. Two, some new ideas and projects will be needed to put these people to work. The following material may provide some possible solutions to these problems.

First, Havre must be treated differently than the two reservations. Havre's economy is based around two major industries - agriculture and the railroad. If these two businesses are prospering, so is the remainder of the business community. Immediately it should be obvious that new industry is needed to bolster the economy of Havre. The new industry could serve a dual purpose. First, the dependency upon the railroad and agriculture could be alleviated somewhat. Second, new jobs could be in all fields of employment.

How does one attract new industry to Havre? I believe that the Economic Development Administration (EDA) through the Bear Paw Development Corporation and the City of Havre have made great progress in this area. Previously mentioned was an approval by the city for a 50% Federal Grant-in-Aid for an Industrial Park. This Industrial Park would make it possible for new industry to come to Havre. The

Burlington-Northern Railroad would run adjacent to the Industrial Park. The Milk River is located directly behind the proposed area, thus making a water supply available for industry.

It would be hoped that the creation of this Industrial Park would help to keep the young graduate in our area. Much has been said about high school and college graduated leaving the state. There is no reason to stay if good jobs are not available here. More industry would create jobs of all types for many people. There would be no need to go to Washington or California to seek employment with large corporation.

Possibly the only factor hurting new industry is the attitude of the citizens of Havre. Industry, to many, is synonymous with pollution. It must be proven to the people that this would not be the case. Another problem would be taxes needed for the construction of the Industrial Park. Havre has seen many new improvements in recent years. Schools, paving, sewage, and a new City Hall have caused property taxes to skyrocket upward. More taxes would be viewed negatively.

Communication must be established between the citizens of Havre, the local EDA office, Bear Paw Development

Corporation, and city officials, to show a need for an Industrial Park. It must also be shown that industry is conscientious in the prevention of pollution. If all of the problems are eliminated, possibly a big change could take place in Havre's economy.

The two reservations create an entirely different situation. Unemployment has been as high as 90% following the boom period after World War II. The Indians would sit on their isolated reservations and watch the surrounding areas move forward rapidly. Indian workers were not always able to commute to the nearby cities to work. Consequently, many were satisfied with staying on the reservation and collecting welfare payments or land lease payments. Some worked for adjacent farmers and ranchers during the summer months.

Now there are jobs being created on the reservation. These jobs are making it possible for the Indian who is without transportation to still have full-time employment. I have previously mentioned the jobs now being held on the reservations. This is a great step forward, however, many problems still remain.

First, many of the jobs are Federally funded for a one year period. If some, or even one, project was

terminated, unemployment would increase sharply again.

Second, the attitudes of the Indians must change. One particular day approximately half of the workers failed to come to work because some had not returned from Indian Celebration Days at a nearby reservation. One man left with a firefighting crew. These men were full-time employees on a continuous job. This apathy toward a good job leaves a person in a quandary. There has been some improvement in the attitudes of the Indian, however, you can see that there is much room for improvement.

Third, I believe that the Indian still distrusts the non-Indian to a certain extent. Throughout history the Indian has been exploited by the non-Indian. Reservation land leases even today go unpaid. The Indian believes that the non-Indian is after a "fast dollar." Any help that the Indian receives is only coincidental in the attempt of the non-Indians to financially better themselves. This feeling is changing somewhat, but leadership in good faith on both sides is needed for everyone to prosper.

The EDA has done much for the Indians of the area. I have already mentioned the projects initiated by the

EDA on the reservation. This is a tremendous beginning in job creation and needs to be continued. The Indians must realize that the Federal Government does not have a bank account with unlimited funds. Planning is the key word on the reservations. Projects must be re-searched to the fullest before any action is taken. I think the reservations are going to see more and better changes in the near future.

APPENDIX

EMPLOYER SURVEY

Name of Employer _____

Number of employees _____ Men _____ Women _____

Seasonal Work _____ Yes _____ No _____

Education required:

Grade _____ High School _____ College _____

Special Training (Trade, vocational, etc.) _____

Training by employee (MDTA, OJT, BIA, OEO) _____

Experience:

Required: Yes _____ No _____ (Comments) _____

Desired but not essential: Yes _____ No _____
(Comments) _____

Employees:

White _____ Indian _____ Negro _____ Japanese _____ Other _____

Wages:

How are your employees paid?

Hour _____ Week _____ Month _____

Various Departments:

1. _____	Hour _____	Week _____	Month _____
2. _____	Hour _____	Week _____	Month _____
3. _____	Hour _____	Week _____	Month _____

Vacancies:

Do you expect any vacancies within the next month? Yes _____
No _____ If so, how many? _____

Approximate percent of annual turnover _____

What type of person (personality, appearance, education, etc.)
would you/company hire for a position? _____

What effects the number of people that your business/company
employs? _____

Labor Force Survey

Name _____ Age _____ Male _____ Female _____

Address _____ Phone Number _____

Marital Status: Married _____ Single _____ Divorced _____ Widowed _____

Education:

1. Circle the highest grade completed: Grade 1 2 3 4 5 6 7 8

High School 1 2 3 4 College 1 2 3 4 GED _____

If graduated from college, your degree is in _____

2. Have you attended or finished a trade or vocational school?
Yes _____ No _____

If so, complete questions below:

Name of School	Course Taken	When Attended
----------------	--------------	---------------

_____	_____	_____
-------	-------	-------

_____	_____	_____
-------	-------	-------

Training:

1. Have you attended any special training school sponsored by MDTA, BIA, OEO or any other agency? Yes _____ No _____

2. If so, what type of training did you receive? _____

Employment:

1. Are you employed? Yes _____ No _____

If yes, my employer is now _____

If no, are you actively seeking employment? Yes _____ No _____

Income:

1. What is your present weekly income?

0-35 _____ 36-50 _____ 51-65 _____ 66-75 _____ 76-85 _____

86-100 _____ 101-125 _____ Over 125 _____

2. What is the source of that income? _____

ACKNOWLEDGEMENTS

I would like to thank the following people for their valuable time and cheerful cooperation to help make my project and research possible.

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Mrs. Donna Coltrane, Secretary, Bear Paw Development Corporation, Havre, Montana

Mr. Gary Pfister, Public Service Careers, Project Director, Havre, Montana

Mr. Frank Hayes, CAP Director, Rocky Boy's Reservation, Montana

Mr. Bruce Midgett, CAP Director, Havre, Montana

Mr. Wayne Ude, CAP Director, Fort Belknap Reservation, Montana

Mrs. Amy Messerly, Public Health Representative, Lodge Pole, Montana

Mrs. Valera Hayes, BIA Employment Assistant, Rocky Boy's Reservation, Montana

Mr. Leo Brockie Jr., BIA Employment Assistant, Fort Belknap Reservation, Montana

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THE ECONOMIC DEVELOPMENT INTERNSHIP PROGRAM

The preceding report was completed by an intern during the summer of 1970. The project was part of the Economic Development Internship Program sponsored by the Western Interstate Commission for Higher Education (WICHE).

The purpose of the internship program is to bring together organizations involved in economic development and institutions of higher education in the West. It is felt that this will be of benefit to both.

For economic development organizations, the program provides the problem-solving talents of student manpower while making the resources of universities and colleges more available. For institutions of higher education, the program provides relevant field education for their students while building their capacity for problem-solving.

WICHE is the organization in the West uniquely suited for sponsoring such a program. It is an interstate agency formed by the thirteen western states for the specific purpose of relating the resources of higher education to the needs of western citizens. WICHE has been concerned with the economic health of the West for some time, since it bears directly on the well-being of western peoples and the future of higher education in the West. WICHE feels that the internship program is one method of meeting its obligations within the thirteen western states. Appreciation is due Dr. Roger Prior of the Office of Economic Research, Economic Development Administration, US Department of Commerce, for the initial financial support which made this program possible.

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